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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5781
Revision No.: 7
Date Of Revision: 07/31/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts

State: North Carolina

Area: North Carolina Counties of Craven, Jones, Pamlico

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.42
01012 - Accounting Clerk II		15.07
01013 - Accounting Clerk III		16.86
01020 - Administrative Assistant		22.76
01035 - Court Reporter		16.65
01041 - Customer Service Representative I		11.69
01042 - Customer Service Representative II		13.16
01043 - Customer Service Representative III		14.36
01051 - Data Entry Operator I		12.14
01052 - Data Entry Operator II		13.25
01060 - Dispatcher, Motor Vehicle		16.65
01070 - Document Preparation Clerk		13.25
01090 - Duplicating Machine Operator		13.25
01111 - General Clerk I		12.34
01112 - General Clerk II		13.46
01113 - General Clerk III		15.11
01120 - Housing Referral Assistant		18.55
01141 - Messenger Courier		10.81
01191 - Order Clerk I		13.09
01192 - Order Clerk II		14.29
01261 - Personnel Assistant (Employment) I		15.83
01262 - Personnel Assistant (Employment) II		17.71
01263 - Personnel Assistant (Employment) III		19.75
01270 - Production Control Clerk		22.96
01290 - Rental Clerk		11.75
01300 - Scheduler, Maintenance		14.88
01311 - Secretary I		14.88
01312 - Secretary II		16.65
01313 - Secretary III		18.55

01320	- Service Order Dispatcher	14.88
01410	- Supply Technician	22.76
01420	- Survey Worker	14.48
01460	- Switchboard Operator/Receptionist	12.71
01531	- Travel Clerk I	11.26
01532	- Travel Clerk II	11.93
01533	- Travel Clerk III	12.67
01611	- Word Processor I	13.65
01612	- Word Processor II	15.31
01613	- Word Processor III	17.14
05000	- Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	19.71
05010	- Automotive Electrician	19.33
05040	- Automotive Glass Installer	17.76
05070	- Automotive Worker	17.76
05110	- Mobile Equipment Servicer	15.82
05130	- Motor Equipment Metal Mechanic	19.71
05160	- Motor Equipment Metal Worker	17.76
05190	- Motor Vehicle Mechanic	19.71
05220	- Motor Vehicle Mechanic Helper	14.83
05250	- Motor Vehicle Upholstery Worker	16.17
05280	- Motor Vehicle Wrecker	17.76
05310	- Painter, Automotive	18.99
05340	- Radiator Repair Specialist	17.76
05370	- Tire Repairer	11.68
05400	- Transmission Repair Specialist	19.71
07000	- Food Preparation And Service Occupations	
07010	- Baker	14.39
07041	- Cook I	11.58
07042	- Cook II	13.08
07070	- Dishwasher	8.77
07130	- Food Service Worker	10.02
07210	- Meat Cutter	14.98
07260	- Waiter/Waitress	9.32
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	18.76
09040	- Furniture Handler	12.62
09080	- Furniture Refinisher	18.76
09090	- Furniture Refinisher Helper	14.67
09110	- Furniture Repairer, Minor	16.69
09130	- Upholsterer	18.76
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	9.35
11060	- Elevator Operator	10.70
11090	- Gardener	16.57
11122	- Housekeeping Aide	10.70
11150	- Janitor	10.70
11210	- Laborer, Grounds Maintenance	12.36
11240	- Maid or Houseman	8.99
11260	- Pruner	11.06
11270	- Tractor Operator	15.05
11330	- Trail Maintenance Worker	12.36
11360	- Window Cleaner	12.01
12000	- Health Occupations	
12010	- Ambulance Driver	15.66
12011	- Breath Alcohol Technician	17.05
12012	- Certified Occupational Therapist Assistant	28.42
12015	- Certified Physical Therapist Assistant	31.04
12020	- Dental Assistant	20.42
12025	- Dental Hygienist	34.83
12030	- EKG Technician	25.83

12035	- Electroneurodiagnostic Technologist	25.83
12040	- Emergency Medical Technician	15.66
12071	- Licensed Practical Nurse I	15.24
12072	- Licensed Practical Nurse II	17.05
12073	- Licensed Practical Nurse III	19.01
12100	- Medical Assistant	14.01
12130	- Medical Laboratory Technician	20.67
12160	- Medical Record Clerk	12.81
12190	- Medical Record Technician	14.33
12195	- Medical Transcriptionist	16.97
12210	- Nuclear Medicine Technologist	37.47
12221	- Nursing Assistant I	10.97
12222	- Nursing Assistant II	12.34
12223	- Nursing Assistant III	13.46
12224	- Nursing Assistant IV	15.11
12235	- Optical Dispenser	17.05
12236	- Optical Technician	15.24
12250	- Pharmacy Technician	17.03
12280	- Phlebotomist	14.76
12305	- Radiologic Technologist	23.06
12311	- Registered Nurse I	22.96
12312	- Registered Nurse II	28.09
12313	- Registered Nurse II, Specialist	28.09
12314	- Registered Nurse III	33.98
12315	- Registered Nurse III, Anesthetist	33.98
12316	- Registered Nurse IV	40.72
12317	- Scheduler (Drug and Alcohol Testing)	21.12
12320	- Substance Abuse Treatment Counselor	20.43
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	17.07
13012	- Exhibits Specialist II	21.15
13013	- Exhibits Specialist III	25.86
13041	- Illustrator I	17.07
13042	- Illustrator II	21.15
13043	- Illustrator III	25.86
13047	- Librarian	23.42
13050	- Library Aide/Clerk	13.59
13054	- Library Information Technology Systems Administrator	21.15
13058	- Library Technician	15.22
13061	- Media Specialist I	15.26
13062	- Media Specialist II	17.07
13063	- Media Specialist III	19.03
13071	- Photographer I	15.26
13072	- Photographer II	17.07
13073	- Photographer III	21.15
13074	- Photographer IV	25.86
13075	- Photographer V	31.29
13090	- Technical Order Library Clerk	17.07
13110	- Video Teleconference Technician	16.35
14000	- Information Technology Occupations	
14041	- Computer Operator I	14.20
14042	- Computer Operator II	15.88
14043	- Computer Operator III	18.75
14044	- Computer Operator IV	19.68
14045	- Computer Operator V	21.79
14071	- Computer Programmer I	(see 1) 22.75
14072	- Computer Programmer II	(see 1)
14073	- Computer Programmer III	(see 1)
14074	- Computer Programmer IV	(see 1)
14101	- Computer Systems Analyst I	(see 1)

14102	- Computer Systems Analyst II	(see 1)	
14103	- Computer Systems Analyst III	(see 1)	
14150	- Peripheral Equipment Operator		14.20
14160	- Personal Computer Support Technician		19.68
14170	- System Support Specialist		22.22
15000	- Instructional Occupations		
15010	- Aircrew Training Devices Instructor (Non-Rated)		30.58
15020	- Aircrew Training Devices Instructor (Rated)		36.99
15030	- Air Crew Training Devices Instructor (Pilot)		41.77
15050	- Computer Based Training Specialist / Instructor		30.58
15060	- Educational Technologist		26.48
15070	- Flight Instructor (Pilot)		41.77
15080	- Graphic Artist		21.52
15085	- Maintenance Test Pilot, Fixed, Jet/Prop		41.77
15086	- Maintenance Test Pilot, Rotary Wing		41.77
15088	- Non-Maintenance Test/Co-Pilot		41.77
15090	- Technical Instructor		24.56
15095	- Technical Instructor/Course Developer		30.04
15110	- Test Proctor		19.82
15120	- Tutor		19.82
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	- Assembler		8.82
16030	- Counter Attendant		8.82
16040	- Dry Cleaner		10.80
16070	- Finisher, Flatwork, Machine		8.82
16090	- Presser, Hand		8.82
16110	- Presser, Machine, Drycleaning		8.82
16130	- Presser, Machine, Shirts		8.82
16160	- Presser, Machine, Wearing Apparel, Laundry		8.82
16190	- Sewing Machine Operator		11.49
16220	- Tailor		12.19
16250	- Washer, Machine		9.48
19000	- Machine Tool Operation And Repair Occupations		
19010	- Machine-Tool Operator (Tool Room)		22.34
19040	- Tool And Die Maker		27.25
21000	- Materials Handling And Packing Occupations		
21020	- Forklift Operator		14.07
21030	- Material Coordinator		22.98
21040	- Material Expediter		22.98
21050	- Material Handling Laborer		13.74
21071	- Order Filler		11.50
21080	- Production Line Worker (Food Processing)		14.07
21110	- Shipping Packer		16.58
21130	- Shipping/Receiving Clerk		16.58
21140	- Store Worker I		12.35
21150	- Stock Clerk		17.45
21210	- Tools And Parts Attendant		14.07
21410	- Warehouse Specialist		14.07
23000	- Mechanics And Maintenance And Repair Occupations		
23010	- Aerospace Structural Welder		28.42
23019	- Aircraft Logs and Records Technician		22.42
23021	- Aircraft Mechanic I		27.07
23022	- Aircraft Mechanic II		28.42
23023	- Aircraft Mechanic III		30.01
23040	- Aircraft Mechanic Helper		18.89
23050	- Aircraft, Painter		25.61
23060	- Aircraft Servicer		22.42
23070	- Aircraft Survival Flight Equipment Technician		25.61
23080	- Aircraft Worker		23.97
23091	- Aircrew Life Support Equipment (ALSE) Mechanic I		23.97

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.07
23110 - Appliance Mechanic	22.70
23120 - Bicycle Repairer	17.45
23125 - Cable Splicer	28.28
23130 - Carpenter, Maintenance	17.05
23140 - Carpet Layer	21.68
23160 - Electrician, Maintenance	22.84
23181 - Electronics Technician Maintenance I	23.17
23182 - Electronics Technician Maintenance II	25.20
23183 - Electronics Technician Maintenance III	26.64
23260 - Fabric Worker	20.28
23290 - Fire Alarm System Mechanic	23.91
23310 - Fire Extinguisher Repairer	18.98
23311 - Fuel Distribution System Mechanic	24.49
23312 - Fuel Distribution System Operator	19.04
23370 - General Maintenance Worker	19.29
23380 - Ground Support Equipment Mechanic	27.07
23381 - Ground Support Equipment Servicer	22.42
23382 - Ground Support Equipment Worker	23.97
23391 - Gunsmith I	18.80
23392 - Gunsmith II	21.69
23393 - Gunsmith III	24.49
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.40
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	19.42
23430 - Heavy Equipment Mechanic	23.09
23440 - Heavy Equipment Operator	17.64
23460 - Instrument Mechanic	24.49
23465 - Laboratory/Shelter Mechanic	23.18
23470 - Laborer	13.74
23510 - Locksmith	22.70
23530 - Machinery Maintenance Mechanic	26.86
23550 - Machinist, Maintenance	24.49
23580 - Maintenance Trades Helper	14.67
23591 - Metrology Technician I	24.49
23592 - Metrology Technician II	25.85
23593 - Metrology Technician III	27.15
23640 - Millwright	25.32
23710 - Office Appliance Repairer	22.70
23760 - Painter, Maintenance	22.70
23790 - Pipefitter, Maintenance	24.19
23810 - Plumber, Maintenance	22.98
23820 - Pneudraulic Systems Mechanic	24.49
23850 - Rigger	24.49
23870 - Scale Mechanic	21.69
23890 - Sheet-Metal Worker, Maintenance	24.49
23910 - Small Engine Mechanic	21.44
23931 - Telecommunications Mechanic I	25.81
23932 - Telecommunications Mechanic II	27.24
23950 - Telephone Lineman	25.32
23960 - Welder, Combination, Maintenance	24.49
23965 - Well Driller	24.49
23970 - Woodcraft Worker	24.49
23980 - Woodworker	18.98
24000 - Personal Needs Occupations	
24550 - Case Manager	14.99
24570 - Child Care Attendant	11.68
24580 - Child Care Center Clerk	14.58
24610 - Chore Aide	9.92

24620 - Family Readiness And Support Services Coordinator	14.99
24630 - Homemaker	16.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.32
25040 - Sewage Plant Operator	22.34
25070 - Stationary Engineer	25.32
25190 - Ventilation Equipment Tender	17.66
25210 - Water Treatment Plant Operator	22.34
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.70
27007 - Baggage Inspector	13.63
27008 - Corrections Officer	15.86
27010 - Court Security Officer	19.21
27030 - Detection Dog Handler	15.25
27040 - Detention Officer	15.86
27070 - Firefighter	18.92
27101 - Guard I	13.63
27102 - Guard II	15.25
27131 - Police Officer I	19.61
27132 - Police Officer II	21.79
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.90
28042 - Carnival Equipment Repairer	13.11
28043 - Carnival Worker	8.90
28210 - Gate Attendant/Gate Tender	16.94
28310 - Lifeguard	15.09
28350 - Park Attendant (Aide)	18.95
28510 - Recreation Aide/Health Facility Attendant	14.16
28515 - Recreation Specialist	19.95
28630 - Sports Official	15.09
28690 - Swimming Pool Operator	22.91
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.34
29020 - Hatch Tender	21.34
29030 - Line Handler	21.34
29041 - Stevedore I	19.97
29042 - Stevedore II	22.79
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.15
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.30
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.97
30021 - Archeological Technician I	19.74
30022 - Archeological Technician II	22.08
30023 - Archeological Technician III	27.35
30030 - Cartographic Technician	27.35
30040 - Civil Engineering Technician	25.43
30051 - Cryogenic Technician I	30.29
30052 - Cryogenic Technician II	33.46
30061 - Drafter/CAD Operator I	19.74
30062 - Drafter/CAD Operator II	22.08
30063 - Drafter/CAD Operator III	24.62
30064 - Drafter/CAD Operator IV	30.29
30081 - Engineering Technician I	17.58
30082 - Engineering Technician II	19.74
30083 - Engineering Technician III	22.08
30084 - Engineering Technician IV	27.35
30085 - Engineering Technician V	33.46
30086 - Engineering Technician VI	40.48
30090 - Environmental Technician	25.99
30095 - Evidence Control Specialist	27.35

30210 - Laboratory Technician	24.62
30221 - Latent Fingerprint Technician I	30.29
30222 - Latent Fingerprint Technician II	33.46
30240 - Mathematical Technician	27.35
30361 - Paralegal/Legal Assistant I	19.77
30362 - Paralegal/Legal Assistant II	24.49
30363 - Paralegal/Legal Assistant III	29.95
30364 - Paralegal/Legal Assistant IV	36.24
30375 - Petroleum Supply Specialist	33.46
30390 - Photo-Optics Technician	27.35
30395 - Radiation Control Technician	33.46
30461 - Technical Writer I	27.35
30462 - Technical Writer II	33.46
30463 - Technical Writer III	40.48
30491 - Unexploded Ordnance (UXO) Technician I	24.24
30492 - Unexploded Ordnance (UXO) Technician II	29.33
30493 - Unexploded Ordnance (UXO) Technician III	35.16
30494 - Unexploded (UXO) Safety Escort	24.24
30495 - Unexploded (UXO) Sweep Personnel	24.24
30501 - Weather Forecaster I	30.29
30502 - Weather Forecaster II	36.85
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 24.62
30621 - Weather Observer, Senior	(see 2) 27.35
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.33
31020 - Bus Aide	11.41
31030 - Bus Driver	16.48
31043 - Driver Courier	12.90
31260 - Parking and Lot Attendant	9.26
31290 - Shuttle Bus Driver	14.16
31310 - Taxi Driver	12.36
31361 - Truckdriver, Light	14.16
31362 - Truckdriver, Medium	16.28
31363 - Truckdriver, Heavy	17.00
31364 - Truckdriver, Tractor-Trailer	17.00
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.30
99030 - Cashier	8.74
99050 - Desk Clerk	9.83
99095 - Embalmer	24.24
99130 - Flight Follower	24.24
99251 - Laboratory Animal Caretaker I	13.41
99252 - Laboratory Animal Caretaker II	14.74
99260 - Marketing Analyst	32.01
99310 - Mortician	24.24
99410 - Pest Controller	17.58
99510 - Photofinishing Worker	12.74
99710 - Recycling Laborer	15.74
99711 - Recycling Specialist	19.22
99730 - Refuse Collector	13.99
99810 - Sales Clerk	11.08
99820 - School Crossing Guard	13.99
99830 - Survey Party Chief	19.72
99831 - Surveying Aide	11.67
99832 - Surveying Technician	16.00
99840 - Vending Machine Attendant	18.14
99841 - Vending Machine Repairer	21.87
99842 - Vending Machine Repairer Helper	18.14

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage

determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an

adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).